6/11/85 S&GIS-2

OREGON LABOR TRENDS

Prepared by Research and Statistics Section

STATE OF OREGON • EMPLOYMENT DIVISION • DEPARTMENT OF HUMAN RESOURCES

MAY 1985

APRIL INDICATORS

UNEMPLOYMENT RATE

Oregon	(Seas. Adj.)
Apr. 1985	9.6
Mar. 1985	9.5
Apr. 1984	9.6
U.S.	
Apr. 1985	7.3
Mar. 1985	7.3
Apr. 1984	7.8

WAGE AND SALARY EMPLOYMENT INDEX

Oregon	1977=100
Apr. 1985	108.9
Mar. 1985	109.4
Feb. 1985	109.6
Jan. 1985	109.3
Dec. 1984	108.5

DIFFUSION INDEX

Oregon	
Apr. 1985	46.5
Mar. 1985	54.7
Feb. 1985	57.0
Jan. 1985	57.0
Dec. 1984	55.4

PRODUCTION WORKER AVERAGE WEEKLY HOURS

Oregon	
Mar. 1985	38.8
Feb. 1985	38.2
Mar. 1984	39.4

CONSUMER PRICE INDEX (CPI)

1967=100

ALL URBAN CONSUMERS

Portland MSA	
Mar. 1985	309.0
Yearly Change	+ 3.7%
U.S.	
Apr. 1985	320.1
Yearly Change	+ 3.7
Portland Hotline	221-4132

MONTHLY ECONOMIC ANALYSIS

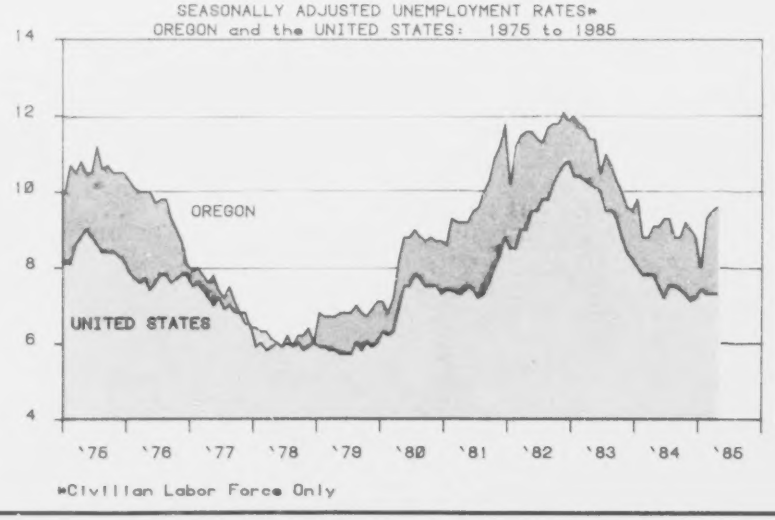
Carrie Okita

Oregon's economic recovery, reflecting the national trend, continued to show signs of weakening in April. The state's seasonally adjusted unemployment rate inched up 0.1 to 9.6%, while the national rate remained at 7.3% for the third consecutive month.

Although unemployment in Oregon dropped 7,800 and employment increased 2,000, the seasonally adjusted unemployment rate rose in April because the employment increase was less than seasonally anticipated. The 9.6% rate equaled the April 1984 rate, and since 1977 was exceeded only by the April 1982 and 1983 rates of 11.6 and 11.4%, respectively. Whether the rate "bottomed out" in January at 8.0% and will continue to climb, will become evident in the next few months.

Total nonfarm wage and salary employment increased only 2,800 from March to April. Despite this less-than-average gain, April's employment level of 1,013,500 was still the highest of any April since 1981, when wage and salary workers numbered 1,023,300.

A good indicator of the relative strength of the economy is the wage and salary employment index. Based on the standard of 1977 average employment = 100, the April index was 108.9, the highest April since 1981, when the index was 110.0. After turning the corner in December 1982, the index climbed steadily, reaching a peak in February 1985 at 109.6. Since then, the index has been dropping. The 0.5 decrease from March was not



RESIDENT OREGON LABOR FORCE

	APR. 1985 1/	MAR. 1985 2/	CHANGE	% CHANGE	APR. 1984 5/
CIVILIAN LABOR FORCE 3/	1,316,000	1,321,800	- 5,800	- 0.4	1,334,900
UNEMPLOYMENT	139,100	146,900	- 7,800	- 5.3	132,800
PERCENT OF LABOR FORCE	10.6	11.1	XXX	XXX	9.9
SEASONALLY ADJUSTED PERCENT	9.6	9.5	XXX	XXX	9.6
TOTAL EMPLOYMENT 4/	1,176,900	1,174,900	2,000	0.2	1,202,100

1/ PRELIMINARY. 2/ REVISED. 3/ INCLUDES EMPLOYED AND UNEMPLOYED INDIVIDUALS 16 YEARS AND OLDER. DATA ARE ADJUSTED FOR MULTIPLE JOB-HOLDING AND COMMUTING. 4/ INCLUDES NONAGRICULTURAL WAGE AND SALARY, SELF-EMPLOYED, UNPAID FAMILY WORKERS, DOMESTICS, FARM WORKERS, AND LABOR DISPUTANTS. 5/ DUE TO REVISED ESTIMATING PROCEDURES BETWEEN DECEMBER 1984 AND JANUARY 1985, DATA FOR 1985 AND THAT OF PREVIOUS YEARS ARE NOT STRICTLY COMPARABLE.

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT
(BY PLACE OF WORK)

INDUSTRY	APR. 1985 1/	MAR. 1985 2/	APR. 1984	CHANGE FROM MAR. 1985	CHANGE FROM APR. 1984
TOTAL 3/	1,013,500	1,010,700	994,800	2,800	18,700
WAGE & SALARY EMPLOYMENT INDEX 4/	108.9	109.4	106.9	XXX	XXX
DIFFUSION INDEX 5/	46.5	54.7	67.1	XXX	XXX
TOTAL MANUFACTURING	191,800	193,000	194,900	- 1,200	- 3,100
DURABLE GOODS	142,000	142,600	144,500	- 600	- 2,500
LUMBER & WOOD PRODUCTS	62,100	62,200	65,100	- 100	- 3,000
LOGGING & SAWMILLS	32,400	32,000	33,900	400	- 1,500
VENEER & PLYWOOD	15,900	16,400	17,800	- 500	- 1,900
MILLWORK & STRUCTURAL WOOD	8,300	8,400	8,000	- 100	300
MOBILE HOMES	1,500	1,500	1,700	0	- 200
OTHER WOOD PRODUCTS	4,000	3,900	3,700	100	300
FURNITURE AND FIXTURES	2,800	2,900	2,600	- 100	200
STONE, CLAY, GLASS & CONCRETE	2,400	2,400	2,500	0	- 100
PRIMARY METALS	9,100	9,100	9,100	0	0
BLAST FURNACES, IRON & STEEL	5,700	5,700	4,900	0	800
NONFERROUS METALS	3,400	3,400	4,200	0	- 800
FABRICATED METALS	10,100	10,100	10,200	0	- 100
FABRICATED STRUCTURAL METALS	4,900	5,000	4,500	- 100	400
OTHER FABRICATED METALS	5,200	5,100	5,700	100	- 500
MACHINERY	15,200	15,600	15,600	- 400	- 400
ELECTRICAL EQUIPMENT & SUPPLIES	14,300	14,400	13,500	- 100	800
TRANSPORTATION EQUIPMENT	8,300	8,400	9,000	- 100	- 700
INSTRUMENTS & RELATED PRODUCTS	14,700	14,700	14,300	0	400
MISCELLANEOUS MANUFACTURING	3,000	2,800	2,600	200	400
NONDURABLE GOODS	49,800	50,400	50,400	- 600	- 600
FOOD & KINDRED PRODUCTS	19,900	20,600	20,300	- 700	- 400
CANNING & PRESERVING	10,000	10,700	10,300	- 700	- 300
OTHER FOOD PRODUCTS	9,900	9,900	10,000	0	- 100
TEXTILE MILL PRODUCTS	1,600	1,600	1,700	0	- 100
APPAREL	2,500	2,600	2,800	- 100	- 300
PAPER & ALLIED PRODUCTS	8,700	8,800	9,000	- 100	- 300
PRINTING & PUBLISHING	11,200	11,100	10,700	100	500
CHEMICALS & ALLIED PRODUCTS	2,100	2,100	2,100	0	0
PETROLEUM REFINING	500	400	500	100	0
RUBBER & PLASTIC PRODUCTS	2,800	2,700	2,800	100	0
LEATHER PRODUCTS	500	500	500	0	0

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT
(BY PLACE OF WORK)

INDUSTRY	APR. 1985	MAR. 1985	APR. 1984	CHANGE FROM MAR. 1985	CHANGE FROM APR. 1984
(CONT.)					
TOTAL NONMANUFACTURING	821,700	817,700	799,900	4,000	21,800
MINING & QUARRYING	1,300	1,300	1,500	0	- 200
CONSTRUCTION	29,400	28,200	27,000	1,200	2,400
TRANSPORTATION, COMMUNICATIONS, & UTILITIES	54,400	54,200	56,000	200	- 1,600
TRANSPORTATION	32,300	32,200	33,400	100	- 1,100
RAILROAD	5,200	5,200	5,400	0	- 200
TRUCKING & WAREHOUSING	17,200	17,100	17,400	100	- 200
OTHER TRANSPORTATION	9,900	9,900	10,600	0	- 700
COMMUNICATIONS	13,500	13,400	14,000	100	- 500
UTILITIES	8,600	8,600	8,600	0	0
TRADE	256,400	253,900	247,700	2,500	8,700
WHOLESALE TRADE	65,900	65,900	63,100	0	2,800
DURABLE GOODS	39,100	38,800	37,800	300	1,300
NONDURABLE GOODS	26,800	27,100	25,300	- 300	1,500
RETAIL TRADE	190,500	188,000	184,600	2,500	5,900
GENERAL MERCHANDISE	22,300	22,600	24,100	- 300	- 1,800
FOOD STORES	30,700	30,600	27,300	100	3,400
AUTO DEALERS & SERVICE STATIONS	25,100	24,600	23,600	500	1,500
OTHER RETAIL TRADE	112,400	110,200	109,600	2,200	2,800
FINANCE, INSURANCE, & REAL ESTATE	67,800	67,600	64,900	200	2,900
BANKING & CREDIT AGENCIES	23,000	23,100	23,400	- 100	- 400
OTHER FINANCE, INSURANCE, & REAL ESTATE	44,800	44,500	41,500	300	3,300
SERVICES	210,800	209,400	204,700	1,400	6,100
HOTELS & PERSONAL SERVICES	24,500	23,700	23,500	800	1,000
HEALTH SERVICES	68,900	68,900	67,100	0	1,800
OTHER SERVICES	117,400	116,800	114,100	600	3,300
GOVERNMENT	201,600	203,100	198,100	- 1,500	3,500
FEDERAL GOVERNMENT	29,800	29,600	28,000	200	1,800
STATE GOVERNMENT	55,900	56,200	55,700	- 300	200
EDUCATION	23,100	23,600	22,900	- 500	200
OTHER STATE	32,800	32,600	32,800	200	0
LOCAL GOVERNMENT	115,900	117,300	114,400	- 1,400	1,500
EDUCATION	74,600	76,000	73,200	- 1,400	1,400
OTHER LOCAL	41,300	41,300	41,200	0	100
LABOR-MANAGEMENT DISPUTES	800	600	900	200	- 100

1/ PRELIMINARY

2/ REVISED

3/ INCLUDES FULL AND PART-TIME NONFARM WAGE AND SALARY WORKERS IN PAY PERIODS INCLUDING THE 12TH OF THE MONTH. PROPRIETORS, SELF-EMPLOYED, PRIVATE HOUSEHOLD WORKERS AND ARMED FORCES EXCLUDED. NOTE: ESTIMATED IN COOPERATION WITH THE U.S. BUREAU OF LABOR STATISTICS AND EMPLOYMENT AND TRAINING ADMINISTRATION. ALL DATA ARE BASED ON THE 1972 STANDARD INDUSTRIAL CLASSIFICATION (SIC) CODES AS AMENDED BY THE 1977 SUPPLEMENT.

4/ TOTAL NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT, SEASONALLY ADJUSTED, AND INDEXED TO 1977. DATA ON THE EARLIER INDEX (1972 = 100) CAN BE CONVERTED TO THE 1977 BASE PERIOD BY MULTIPLYING BY A FACTOR OF .8264, THE RATIO BETWEEN 1972'S ANNUAL AVERAGE EMPLOYMENT (774,300) AND THAT OF 1977 (936,900).

5/ THE DIFFUSION INDEX IS THE PERCENTAGE OF A SELECTED GROUP OF 43 INDUSTRIES SHOWING AN INCREASE IN SEASONALLY ADJUSTED EMPLOYMENT. HALF OF THOSE INDUSTRIES SHOWING NO SIGNIFICANT CHANGE (LESS THAN 1/2 OF 1%) ARE COUNTED AS INCREASING.

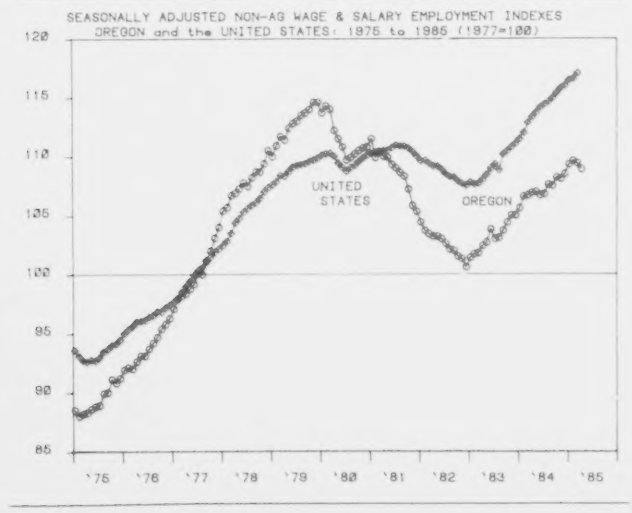
only the second largest decline since December 1982, but also the first time that a decrease has been noted in consecutive months -- not a very encouraging sign of future trends.

Perhaps a better indicator of shifts in the economy is the diffusion index -- a composite measure of changes in 43 industrial categories. However, the employment outlook does not appear any brighter from this perspective. The diffusion index dropped to 46.5 in April, falling below 50.0 for only the second time since March 1983. Except for a slight dip to 49.2 in November 1984, this index had stayed above 50.0. The downturns of the past two months are clues that the employment trends in key industries are weaker than seasonally expected.

A substantial part of the over-the-month increase in wage and salary employment occurred in non-manufacturing industries. These industries added 4,000 workers, while manufacturing declined by 1,200. Employment in lumber and wood products continued to decline. Although logging and sawmills rebounded to 32,400 from a decline over the past two months, the veneer and plywood sector continued to lose employment. Much of the loss was due to layoffs, about half of which are anticipated to be permanent. On a positive note, the number of new housing starts and building permits have been increasing nationally in recent months, which may translate into increased activity for this industry.

Among the durable goods industries, a general slowdown of activity plus a labor dispute were responsible for monthly declines in machinery, electrical equipment, and transportation equipment. However, in spite of the fact that electrical equipment has experienced recent reductions in its work force, this industry continues to enjoy a high level of employment -- one that has tripled since 1977, and added 800 jobs in the past year.

Seasonal declines in employment occurred in food and kindred products, particularly the canning and preserving sector, which accounted for a substantial part of the decrease in nondurable goods. With the start of the growing season in Oregon, employment in this industry should begin its seasonal upswing soon. The balance of the nondurable goods industries remained fairly stable.



The bright spot of the April employment picture occurred in nonmanufacturing, where most of the month-to-month gains were made. Employment in construction increased 1,200, 500 more than seasonally expected. The employment totals for this industry have yet to regain the levels of the late 1970s, but the encouraging news is that the work force is the highest -- since 1981. Much of the over-the-month gain was in the special trade contractors segment.

The month-to-month gain of 2,500 in trade was expected seasonally, with the increase coming in the retail sector. Employment in wholesale trade has remained virtually the same during the past four months.

The gain in retail trade boosted the industry's employment level to a new April high over the past eight years. The previous high mark was 187,000 in April 1980 compared with the current 190,500. The over-the-month increase in retail trade was provided primarily by specialty stores such as apparel, drug, and books stores.

Employment growth during the past eight years has been noted in food stores and other retail outlets, such as apparel, furniture, building materials, and restaurants. During this same period, employment in auto dealers and gasoline service stations remained fairly stable while a decline occurred in general merchandise outlets.

Although employment in the service industries increased 1,400 from March to April, this was 500 less than seasonally anticipated. Tourist-related activities increased, but business services fell somewhat, contributing to the less-than-seasonal gains. The work force in the service industries has grown steadily from an annual average of 162,600 in 1977 to the current total of 210,800 for April. To a great extent, the increase in the work force reflects the changing and expanding needs and demands of consumers for various types of services.

Government employment was 1,700 below seasonal expectations. Community colleges decreased 600, while seasonal increases did not occur in federal natural resource management agencies, resulting in a net drop in employment in government. During the past eight years, minor employment gains were noted in federal and state government, while major gains were made in local government education.

In summary, April was a month characterized by minimal changes. The expected seasonal upturns in services, veneer and plywood, other durable goods manufacturing, and government did not occur, and as a result, the unemployment rate rose to 9.6%, the employment index declined to 108.9 and the diffusion index dropped below 50.0% to 46.5. On the positive side, the construction industry continued to improve, with the number of housing starts increasing and interest rates dropping, housing-related sectors should remain fairly active throughout the summer months.□

OCCUPATIONAL EMPLOYMENT STATISTICS PROGRAM

Bill Kimball

"The OES program is the one program we have that has the potential for affecting peoples' lives because [it] is the start of an effort to provide people information about where jobs are so people can make individual decisions about jobs."

The above quote is from Tom Plewes, Associate Commissioner for Employment and Unemployment Statistics, U.S. Bureau of Labor Statistics, speaking at a recent meeting in San Francisco.

The purpose of the Occupational Employment Statistics (OES) program is to provide occupational data for the use not only of those individual job seekers that Plewes cited, but also for vocational educators, schools and colleges, career planners, economists and other interested groups. The OES program is a cooperative federal-state effort to survey employers by industry for occupational data, then project industry employment levels to estimate future employment in the reported occupations.

Background

"Rub a dub dub, three men in a tub
And who do you think they be?
The butcher, the baker, the candlestick maker..." Old Nursery Rhyme

Our interest in occupations is broad, deep and of long duration, an interest expressed in this old nursery rhyme as well as in the most recent edition (4th) of the federal Dictionary of Occupational Titles, the largest and most comprehensive system for classifying occupations.

Although there has been a long standing interest in occupational data in our society, only recently, in 1971, did this interest result in a governmental statistical program to provide such data. The basic groundwork of interest in occupations stems from a society where industry is widely diversified and where opportunities for jobs, vocational education, job mobility and geographical mobility are relatively open. However, many questions such as the following could not be adequately answered:

- -How many workers are there in each occupation?
- -In what industries are they found?
- -What is the mix of occupations in each industry?
- -What are the changes in all these areas over time?

In the 1960s and early 1970s a combination of these interests and needs led to the design and initiation of the OES survey program by the U.S. Department of Labor's Bureau of Labor Statistics and the Employment and Training Administration. In addition, legislation had called for activities enhancing the need for gathering detailed job data by industry, such as programs to train workers, to develop vocational education plans that consider projections of occupational needs, and to make available information on job outlook, job opportunities and labor supply. OES data were also adopted as the primary source of occupational demand information by the National Occupational Information Coordinating Committee (NOICC).

As a charter state in implementing the OES program, the Oregon Employment Division, in cooperation with the Bureau of Labor Statistics, since 1971 has conducted yearly surveys of nonfarm establishments to obtain estimates of wage and salary employment by occupation and industry.

The OES program is a good example of how federal and state governments can work together to serve both national and local needs. By picking the sample of participating employers and collecting the occupational data, the states receive valid information for their internal needs. The federal government's duties include defining the occupations, designing and printing the questionnaires, and providing technical assistance. In return, they receive data that are comparable from state to state and can be used for national projections of occupational employment and for other national interests.

In order to obtain data which would be as accurate and useful as possible, the Bureau of Labor Statistics developed the OES as a quality statistical program. Associate BLS Commissioner Tom Plewes, speaking at the recent San Francisco meeting, described the OES as the most soundly based BLS statistical program.

Goals and methods. The goals of this program are to identify the occupational staffing patterns or profiles of each industry and then to project the data, estimating future employment by industry and occupation. An industry profile or staffing pattern is the estimated percent of total industry employment that each occupation has in that industry at the time of the survey. The statistical methods were designed to obtain the best possible estimates of these staffing patterns.

The basic research method chosen for the OES program was a sample survey of employers by industry groups, requesting data on the number of their workers in each occupation. Data collection has a three year cycle, with about a third of the industries surveyed each year and a complete cycle repeated every third year.

Sample design. Selection of employers to be contacted for the surveys is by randomly sampling employers stratified within industry groups by size classes based on number of employees. Firms having 4 to 249 workers are usually sampled. Those with 250 or more employees are always included, and those with 3 or less rarely included. Sample sizes are adjusted for each industry group, based on previous survey experience, employment distribution and occupational structure. In each complete survey cycle, the Oregon Employment Division contacts about half of the employers in each industry group. The survey

focuses on wage and salary workers, including both full and part-time. Self-employed and unpaid family workers are not included.

Industries. Employer industry designations are based upon the Standard Industrial Classification (SIC) system, developed by the federal Office of Management and Budget. Using this system, each employer's workplace (establishment) is classified as belonging to one of several hundred industry groups, based on the type of product, operation or service it provides.

OES Occupations. The occupations and their brief definitions used on the survey schedules are derived primarily from the Dictionary of Occupational Titles (DOT). In general, however, specific OES occupations are more broadly defined, representing groups of the DOT occupations.

The OES survey currently provides national, state and area occupational estimates for nearly 1,650 job categories in more than 300 industries. Over 1,000 of these occupations are used by employers in Oregon. Employer job categories are classified into an OES occupation, either by the employers when they complete the survey schedules or by OES staff interviewers.

The OES occupational categories have been revised recently, based on the 1980 version of the Standard Occupational Classification (SOC) system. The SOC system was developed as an interagency effort by the U.S. Department of Commerce to bring together and standardize several occupational classification systems that were being used nationally. After the current three-year cycle of OES data collection is completed (with the 1985 survey), all OES publications and users of OES data will reflect the occupations of this system. In general, the SOC is considerably less detailed in manufacturing production worker jobs, but has more management and supervisory occupations.

Data collection. Occupational data are collected from employers by mail and personal interview. The survey forms contain lists of occupations with blanks for entering the numbers of employees in each occupation. Separate forms are designed for every group of industries, listing the occupations most frequently used in each industry plus those occupations common to all firms.

Interviewers visit all firms with 250 or more employees and assist the employers in completing the survey form. Smaller companies receive their forms by mail, and any questions they have are answered by telephone. All the completed forms are edited and checked for accuracy. Employers are contacted again if there is a need to clarify their responses. Past surveys have achieved almost a 95% response rate.

Estimates. Development of the industry staffing profiles is accomplished in two steps. First, from the occupational information for each size group of firms in each industry, occupational profiles are calculated. These profiles are percentages that each occupation, such as carpenters, cooks, or managers, makes up of total employment in each size class of each industry. Second, from employers' unemployment insurance tax reports of total monthly employment, a count is obtained of the total numbers of workers in each size class of each industry.

Next, these two sets of information are combined to derive the final estimated staffing patterns. The occupational profiles are multiplied by the numbers of workers for each size class in each industry. Then the size class estimates are combined for each industry and the detailed industry groups combined into more broadly defined industries. The results are estimated staffing patterns showing the number of workers in each occupation in each industry.

Projections. The Oregon Employment Division last year made projections for the numbers of people likely to be employed in each industry or group of industries in Oregon in 1990. The following resources were used to arrive at these projections:

1. Historical employment trends by industry up to and including the 1982 base year.
2. National, regional and state economic and industrial forecasts.
3. Predictions made by managers and planners of dominant firms.
4. Current supply and demand information.

The percentages of the various occupations reported in the staffing pattern estimates are carried through and prorated to the industries' 1990 employment projections. The result is a list of the projected number of people in 1990 who are expected to work in each occupation, in each industry.

The next step is to add all the industries together and arrive at the total number of workers for each occupation, both for the 1982 base year and 1990. These numbers are the basis of the tables in the OES publication, Oregon Occupational Employment Trends.

Uses. The primary users of the OES publications in the past have been planners of occupational training programs. In addition, occupational employment information is used extensively by students, counselors and other individuals involved in making career choices. The OES data are also a basic element in occupational demand/supply analysis, now available in a comprehensive system from the Oregon Employment Dvision's Occupational Program Planning System (OPPS).

Another article forthcoming in Labor Trends will provide more information on OPPS and the growing uses of OES data in Oregon. One good example of the information which can be obtained from these data are figures on occupations with the greatest demand, between 1982 and 1990. The following table contains only the top five occupations:

OCCUPATIONS WITH GREATEST DEMAND 1982-1990

Occupation	1982 Employment	1990 Employment	Jobs Created* 1982-1990
Sales Rep.	44,750	55,770	11,020
Waiter/Waitress	19,990	24,910	4,920
Truck Driver	20,580	25,300	4,720
Secretary	25,360	29,840	4,480
General Clerk	19,790	23,730	3,940

*Represents the number of new jobs created or added to the labor force. Does not include job openings created as a result of turnover.□

HOURS AND EARNINGS

Jason Yohannan

March served to re-emphasize Oregon's dependence upon lumber and wood products. In March, wood products accounted for 6% (62,200) of Oregon's wage and salary employment (1,010,700) and 32% of all manufacturing jobs (193,000). About one-third of the March change in average hourly earnings in manufacturing (down 20¢) can be attributed to lumber and wood (down 8¢). Other factors such as the changing industrial composition within manufacturing are involved, but the reliance on lumber and wood is still evident.

Two important themes relating to the significance of hours and earnings data were discussed recently in local Labor Trends newsletters. The first idea, from the March 1985 Salem Labor Trends, identifies the value of the average weekly hours series. Anyone who worked or received pay for the week including the 12th of the month (the survey week) is counted as employed for the month, regardless of whether they worked full-time or just a few hours. We make no distinction between full-and part-time in the employment counts. Therefore, average weekly hours should be used in conjunction with employment data to analyze trends in economic activity.

The second idea, from the March 1985 Eugene/Springfield Labor Trends, shows the importance of the average hourly and weekly earnings series. The theme is "family wage" jobs -- jobs which pay enough to support a family. Many of the jobs lost during the 1980-82 recession were in the "family wage" category: construction ($501.29 per week in March), lumber and wood products ($438.52), and primary metals ($496.86). Replacing jobs lost in those industries one-for-one with new jobs in trade ($282.94), for example, would not result in a full recovery, although new jobs in trade are certainly welcome.

The bottom line is that just counting the total number of jobs does not tell the whole story. A better picture of an area's economic health emerges when employment plus hours and earnings data are considered.□

AVERAGE HOURS AND EARNINGS OF OREGON INDUSTRIAL PRODUCTION WORKERS 1/

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Mar. 2/ 1985	Feb. 3/ 1985	Mar. 1984	Mar. 2/ 1985	Feb. 3/ 1985	Mar. 1984	Mar. 2/ 1985	Feb. 3/ 1985	Mar. 1984
TOTAL MANUFACTURING 4/	$410.50	$407.21	$408.97	38.8	38.2	39.4	$10.58	$10.66	$10.38
Durable Goods	419.33	415.34	417.35	39.3	38.6	39.9	10.67	10.76	10.46
Lumber & Wood Products	438.52	436.21	430.75	39.4	38.5	39.7	11.13	11.33	10.85
Logging & Sawmills	466.50	457.52	454.28	39.4	38.0	39.4	11.84	12.04	11.53
Veneer & Plywood	448.84	452.28	444.85	40.4	40.6	40.7	11.11	11.14	10.93
Millwork & Struct Wood	339.58	325.74	335.62	37.9	37.1	39.3	8.96	8.78	8.54
Mobile Homes	259.62	250.29	277.29	31.7	30.9	35.1	8.19	8.10	7.90
Other Wood Products	435.34	425.46	444.58	40.8	40.1	40.9	10.67	10.61	10.87
Furniture & Fixtures	259.92	271.36	264.88	34.2	35.8	34.4	7.60	7.58	7.70
Primary Metals	496.86	491.84	494.89	42.0	42.4	42.7	11.83	11.60	11.59
Fabricated Metals	386.10	376.35	380.62	39.0	38.6	38.1	9.90	9.75	9.99
Machinery	422.28	422.80	411.03	39.8	40.0	40.1	10.61	10.57	10.25
Nondurable Goods	386.63	380.81	383.93	37.5	36.9	37.9	10.31	10.32	10.13
Food & Kindred Products	325.80	325.38	308.95	36.0	35.1	35.8	9.05	9.27	8.63
Canning & Preserving	270.31	263.25	251.08	34.7	32.5	34.3	7.79	8.10	7.32
Other Food Products	405.91	415.84	392.27	37.9	38.9	37.9	10.71	10.69	10.35
Textile Mill Products	230.20	232.56	225.62	37.8	38.0	38.7	6.09	6.12	5.83
Apparel	225.20	215.63	210.60	38.3	38.3	38.5	5.88	5.63	5.47
Paper & Allied Products	587.94	574.90	570.21	41.0	41.3	41.2	14.34	13.92	13.84
Printing & Publishing	413.28	401.36	443.87	36.0	35.3	38.1	11.48	11.37	11.65
Construction 4/	501.29	486.18	483.31	34.5	33.3	32.7	14.53	14.60	14.78
Communications & Utilities 5/	499.75	495.60	476.08	40.4	40.0	38.8	12.37	12.39	12.27
Trade 5/	282.94	282.81	283.41	32.9	33.0	33.5	8.60	8.57	8.46
Wholesale Trade	386.15	383.35	379.01	37.6	37.4	37.6	10.27	10.25	10.08
Retail Trade	231.95	233.46	237.20	30.6	30.8	31.5	7.58	7.58	7.53
Banking & Insurance	283.44	281.47	269.37						
State & Local Government	325.97	326.37	316.16						

1/ Figures are average gross hours and earnings of full and part-time worked or paid for, including overtime and shift premium pay. Prepared in cooperation with the U.S. Department of Labor. All data are based on the 1972 Standard Industrial Classification (SIC) codes.

2/ Preliminary

3/ Revised

4/ Data for production workers only and exclude administrative, supervisory (above working foremen), technical, sales and office personnel.

5/ Data for nonsupervisory employes only, excluding proprietors and executive personnel. Data for retail trade excludes eating and drinking places.

EMPLOYERS CORNER

Dorothy Monnier

The following article is the first of a series of articles meant to stimulate your thinking about a totally different concept of paying unemployment insurance. Next month we will present the experiences of France and Britain, countries that have implemented similar programs.

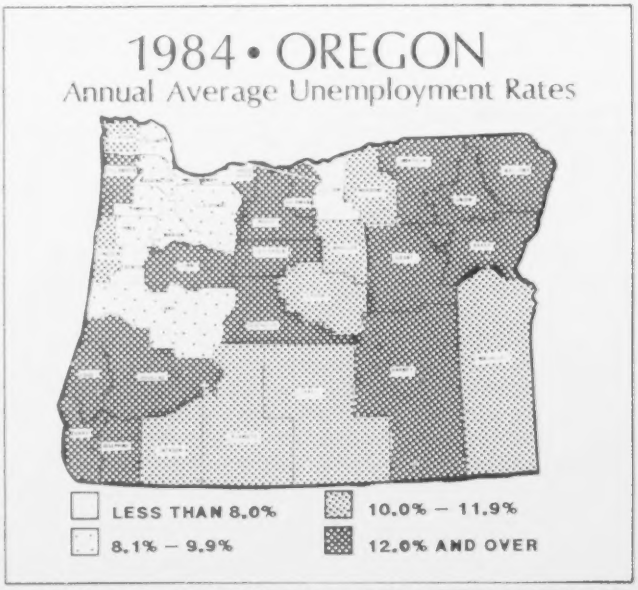
The Unemployment Insurance (UI) system as we know it today first appeared as part of the Social Security System in 1935. The program was designed as an insurance program offering temporary financial help to those who were firmly attached to the labor force, but through no fault of their own had become unemployed. The current system allows weekly payments for a maximum duration of 26 weeks within a 52 week benefit year.

A bill introduced by three congressmen last month would help UI recipients create jobs for themselves and others by becoming entrepreneurs. Based on successful models in France and Great Britain, the "Self-Employment Opportunity Act of 1985" would change current restrictions on the use of UI payments. This would allow a limited number of recipients to use their benefits to start up a new business.

Representative Ron Wyden (Oregon) introduced the bill on March 21, 1985, pointing out that the lack of jobs is not due to a lack of initiative. "We're convinced that there are thousands of people in the unemployment lines today - from all walks of life and with all sorts of qualifications - who are capable of becoming self employed."

The bill would allow 5 to 10 states to create pilot programs for no more than five percent of their UI recipients. Each state would design its own program, and could choose to give participants a lump sum equivalent to 26 weeks of UI benefits, or to continue to send out weekly checks to the budding entrepreneurs. The Department of Labor would look for programs that screen out individuals and enterprises that clearly have little chance for success as well as individuals who would be likely to return to work quickly.

Wyden called the experimental program a "bridge between our social policies and our economic policies. The income maintenance system involves simple but expensive transfer payments. It is not linked as closely as it should be to economic development and job creation efforts." Ultimately, the United States would become part of a 20 nation effort to facilitate the international exchange and development of job creation and enterprise strategies.□



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